

PUBLISHED BY AND FOR EMPLOYEES OF THE PIOMB TOOL COMPANY

VOL. 10

LOS ANGELES, CALIFORNIA, AUGUST 10, 1945

NO. 31

Plomb Leads in Still Another Field

PERSONALS FROM PERSONNEL
Employee-Management Team Aids
Progress
S. C. Miller



In 1905, the first practical electric bulbs cost \$1.75. Today the average electric bulb—and a much better one than its 1905 ancestor—costs around fifteen cents.

Some reduction, you say? You bet, it's some reduction. But did you ever ask yourself why the American system constantly assures you better and better products cheaper and cheaper?

Well, here's the answer. Under our American system, good workers teamed up with sound business management, all serve their own interests best when they see that the public gets more for less.

It works this way. If you turn out a better product, it meets with the approval of more people who buy more of it. The more you sell the cheaper you can afford to make the selling price because of savings due to mass production. And the more you make, the more jobs you make for more people—which in turn creates more purchasing power to buy more of your product.

Everybody's happy. There are more jobs, more profits and a better product, cheaper, for more people. It's out of that process—started off by good workers teamed with sound business management—that American progress and prosperity are made.

If workers or business management are shackled with excessive government rules and regulations, American progress and prosperity take it on the chin.

In the Report to Plomb People for 1944 we read the story of Plomb's mechanical achievements in the field of hand-tool manufacturing. It is now the foremost company of its kind in the world.

But Plomb has achieved notable progress in another field, the field of employee relations, an achievement that is the more conspicuous because of the fact that Plomb led the way in introducing many employee "services" which all of the team regard as extra *dividends* in the best sense of the word.

This was emphasized by the announcement of a large local industrial organization only this week that they were inaugurating "ten-minute rest periods for all shifts." Plomb, of course, instituted this practice some years ago, and followed it up with many other progressive ideas.

LAKE ENCHANTO PICNIC SATURDAY, SEPT. 1ST

The date for the annual Plomb picnic has been definitely set for Saturday, September 1st. IN ORDER THAT EVERYONE MAY ATTEND THIS OUTING, THE PLANT WILL BE CLOSED ALL DAY SATURDAY.

Lake Enchanted is a beautiful woodland area located in the picturesque Malibu hills. Never to be forgotten are the good times Plomb toolers have had at this place in past years. Ask any of the old timers.

There is a large, clean swimming pool, a well kept baseball diamond, archery and badminton court. Horseback riding and boating are also available. There are plenty of shady tables available.

This is the ideal picnic spot of Southern California. Complete information and a directional map will be distributed through all departments next week by the Employee Association Board.

In the Handbook for Plomb People, M.B.P. wrote: "Over the years your company has adopted and put into operation many ideas to promote the welfare of its employees. Each plan is designed to make our work at Plomb more pleasant and enjoyable. These "dividends" are so numerous that it seemed advisable to incorporate them in booklet form for your convenient reference."

If you haven't referred to your Plomb Handbook recently, may we suggest that you refresh your memory by looking through it, slowly and thoughtfully. You will then understand why there is in our organization "a kindred spirit of successful team work . . . known as the PLOMB SPIRIT."

Out of this teamwork has grown a number of "services" which contribute cooperatively to the welfare and wellbeing of everyone from the president down to the humblest worker. Insurance, Hospital and Surgical Reimbursement Plan, Credit Union, Cafeteria (with meals served at less than actual cost), Employees' Profit-Sharing Plan, Employees' Retirement Insurance Plan, Group Life and Sickness and Accident Insurance Plan, Medical and First Aid Department, Vacations with Pay (to those who qualify), An Employees' Club House and Activities Association—and many other advantages which make Plomb "a better place to work."

(Continued on page 2)

HARD WORK...IS THE YEAST THAT RAISES THE DOUGH



Some Folks and Doings in the Plumb Parade

Suggestion Committee News ☆ Vacations ☆ Anniversaries ☆ Fun and Frolic

METALLURGICAL DEPARTMENT

F. J. Robbins, Director

F. C. WALDEN, Quality Control Engineer, is on 2-weeks vacation leave. We would like to have Mr. Walden demonstrate to the Safety Committee how sticking desk drawers are to be opened.

* * * * *

TWO PHOTOGRAPHS furnished by the Metallurgical Department will appear in an early issue of "Metal Progress."

* * * * *

THE NEW HAIRCUT worn by BILL TAYLOR of the Engineering Department is the result of a money collection taken up by the staff. They wanted to see what BILL really looked like.

* * * * *

FAVORITE EXPRESSIONS: "In due course of time there is confusion." "Sure, but . . ." "Now that is a horse of a different wheelbase." "Huh! Another left-handed tool for left-minded people." "I thank you excruciatingly!"

* * * * *

CONGRATULATIONS to H. L. Millar of the Metallurgical Department and G. HARRIS of the Heat Department on receiving the 14-year and 13-year Plumb service pins. As soon as we get the glue to put in their chairs we will get an interview.



JACK O'BRIEN of the Metallurgical Department is on 2-weeks vacation. The passengers of the "J.O.B. Express" sincerely hope that the cessation from motion, labor, and disturbance will stabilize the heretofore fluctuating time schedule.

NEWSPAPERS WANTED

For the Sandblast Department. We appreciate the newspapers brought in response to our previous advertisements. Our supply has become low again and we ask your assistance once more.

PLOMB LEADS (Continued from page 1)

Nor are these "benefits" extended to Plumb people in a patronizing manner. In fact the cost of some of these welfare services is shared by the members of the team, while others are paid for by the company. This is as it should be. Generally speaking few people appreciate something for nothing . . . but something INSTEAD of nothing is a horse of a different color.

Add to this complete frankness and fair dealing with people in the plant and the end-result is *mutual confidence*. Out of all of these things has grown respect for the name Plumb and for the worth of its products, buttressed with an industrial relations program that recognizes the essential dignity of every member of the Plumb team.

R.C.W.

don herold says:



**BUT THEY'RE REALLY
2 PRETTY GOOD EGGS**

I know a lot of employers and I know a lot of workers, and they are both good guys.

They ought to know each other better.

If an employer could go home with an average worker, he'd find that he's a good family man, fair-minded, honest, and interested in his work. But sometimes he's fooled by some professional rabble-rouser into thinking his boss is a skunk.

If a worker knew the average employer, he'd see that he is a worrying, headache guy with a lot of troubles, willing to be fair, and not making nearly as much profit as you might imagine.



The Anvil Chorus

Published by and
for Employees of

PLOMB TOOL COMPANY

2209 Santa Fe Ave.
Los Angeles 11, Calif.

Editor — R. C. Walter
Photographer — Jack O'Brien

CONTRIBUTORS

All Plumb Toolers at home and
in the armed services

Permission to use any material in
this issue gladly granted if you
give credit to Anvil Chorus.



DOES A BOMBARDIER FLYING
OVER JAP FACTORIES IMAGINE HE'S
PLAYING GOLF WHEN HE MAKES A
HOLE IN ONE?

* * * * *

THE FELLOW WHO WROTE "HOPE
SPRINGS ETERNAL IN THE HUMAN
BREAST" MUST HAVE BEEN A VICTORY
GARDENER.

HAPPINESS HAS ONE ADVANTAGE OVER WEALTH -- PEOPLE DON'T TRY TO BORROW IT

ANNIVERSARY PINS

Office

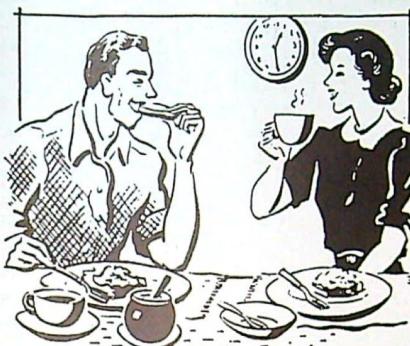
HENRY MILLAR 14 yrs.
MARY DANA 6 yrs.
JIM WEEKS 5 yrs.
MIRIAM MILLER 2 yrs.
FRED ROBBINS 2 yrs.

Factory

JOSEPH LLOYD 5 yrs.
WILLIAM METZGER 4 yrs.
FRANK J. BLAKE 2 yrs.

Salesman

F. H. BUHLER 15 yrs.



EAT AT YOUR CLUB HOUSE

These warm summer days are especially enjoyable when you take a walk out to the Club House and relax while you drink a "coke," listen to the radio or play a game of shuffleboard. The three-minute walk in the sunshine will do you good. It's not far to the Club House bar—where soft drinks and sandwiches are available at all rest periods.

STORY OF THE WEEK

At the time of the Jim Corbett-John L. Sullivan bout in 1892, Steve Brodie of Brooklyn Bridge fame was operating a saloon in New York's Bowery. When he heard that Corbett had challenged the champion, Brodie predicted loudly that Sullivan would knock out Jim in the sixth round. Word reached Jim's father, as fighting Irish as they come, and he was enraged. Not long afterwards Corbett took him down to the Bowery and offered to introduce him to Brodie. The old man refused. "Oh, come along," urged Jim. "Steve's a nice fellow. After all, that's his opinion, and he has a right to express it."

Still belligerent, the old man yielded. Looking Brodie over sourly, he said at last, "So you're the man who jumped over the Brooklyn Bridge."

"No, no," Brodie corrected him, I didn't jump over it. I jumped off it."

Corbett senior snorted his disgust. "Oh," he said in thinly disguised contempt, "I thought you jumped over it. Any fool could jump off it."

And he retired in triumph.—FRED STONE in *Rolling Stone*.

PRESIDENT'S Editorial



WAGES AND PRICES

By

M. B. P.

Several Plumb people have asked me what is going to happen to wages in the post-war period. That is a question of great interest to every employee and it is of real concern to me (or to management) as we endeavor to plan for full employment in the years ahead. I wish I could give you the answer. The best I can do is state the problem as I see it.

So far as the national picture is concerned, labor is trying to break the Little Steel Formula to permit additional wage increases to cover increases in the cost of living and the loss of overtime when we return to the 40 hour week. On the other hand the Federal Government is trying to hold wages and prices at their present levels to avoid inflation and a runaway rise in prices which would hurt workers, manufacturers and the public generally. The War Labor Board has so far held the line against any general wage increases and the OPA has frozen the price of manufactured goods on reconversion items at their 1942 level. Many manufacturers feel that they cannot produce their former products at 1942 prices and pay even current wages, not to mention higher rates. You can see that it is a serious problem and we can expect to see and hear a lot of bitter debate.

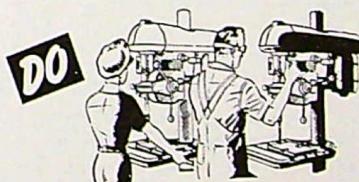
By and large (or so far as we are concerned here at Plumb) higher wages at present levels of production will mean higher prices—and less volume, fewer jobs. Our mutual interest is in more income at current prices, and the only way that can be achieved is through higher output per man hour. That means new and better machines, more efficient methods and every employee doing his part to reduce costs.

We will do our part through new investment and methods engineering. You can help by handing in suggestions for methods improvement. We are all in the same boat, we have got to earn more if we are going to have more.

SAFETY SERIES NO. 2

SAFE PRACTICES AROUND DRILL PRESSES

Wear Proper Clothing—avoid injury



Wear clothing that fits well and fits comfortably, with sleeves cut off at elbow. All long hair should be held in place by an approved type of head-dress. Wear safety goggles.



DON'T wear necktie, long sleeves, sweater, loose long hair, loose gloves, or anything that might get caught in drill. Remove rings, bracelets and other jewelry.

INDUSTRIAL SAFETY CHARTS
United States Department of Labor

WHEN WE WERE YOUNG!

1937

AFTER SEEING CHET EXUM'S UP-SETTER jump around we wonder if it is learning the "Susie-Q" or the "Big Apple." If it's a new dance, the "Hot Socket" might be a good name.

* * * * *

GEORGE CARLSON: "Now, if I lay five eggs here and three there, how many will I have altogether."

CATHERINE: "I don't think you can do it."

* * * * *

INDIRECTLY, FRANK BUHLER, brother of Joe, has been connected with Plumb Tool Co.'s sales for "yars and yars".

He has joined the Plumb forces with "Wick Foster" and between the two of them they are making Northern California "Plumb Tool conscious."

* * * * *

The "SON-OF-THE-SOD" Pat Ryan and his family, took the week-end to see the wonders of Sequoia National Park and attend the famous campfire to hear a lecture on the history of the Giant Redwoods.

SOME SALESMEN ELECTRIFY THEIR PROSPECTS OTHERS MERELY GAS THEM



WHAT'S INFLATION?

Everybody's talking about inflation these days. Almost everywhere you go, people will tell you that inflation "is just around the corner."

To prove their point, these prophets of inflation will tell you that there's a terrific demand for peacetime goods, plus billions of dollars worth of bank deposits and bonds, which will force much higher prices in the years ahead.

Is this true—and, if it is, what can we do about it?

Inflation does come when there is a terrific supply of money (purchasing power) available—and very few goods to buy with it. Then prices skyrocket as people outbid themselves for the few goods available.

Will we have inflation here? Will prices zoom upward after victory?

Yes, this could happen—except for one thing—the vast productiveness of American business and industry. If after Victory, we keep American business producing—turning out more and more goods—there will be more than enough to meet the unsatisfied demands of all the people—and prices need not go up.

CASINO GARDENS EXTENDS SPECIAL COURTESY TO PLOMB GROUPS

Through the efforts of Larry Maher our newly elected President of the Plumb Employees' Association, the Casino Gardens Ballroom in Ocean Park has notified us that special concessions will be accorded groups from Plumb Tool Company.

Groups may consist of fifteen or more. A special rate of 85c per person will be charged, with passout privileges to the ballroom so that we may come and go without extra charge.

Part of the Cocktail Lounge will be set aside for our sole use.

Name bands play at Casino Gardens all the time. Jimmy Dorsey and his swing band are holding forth during the month of August.

Here is a chance for many department parties to have the opportunity to dance to first class music, in a really beautiful ballroom, at a reduced rate, with a section set aside for their exclusive use... and their own bar. Get a group organized and then get in touch with Larry or with Dick Walter for all arrangements.

THE DAILY GRIND

News of the Grinding Department

By Jean Berk, Inspector

TRUMPET RECORDING: We hope everyone enjoyed the recording of the trumpet solo played Saturday morning at rest period—no, it wasn't Harry James but PRIVATE BILL WADDLETON of the U. S. Army Air Forces, talented young son of our boss GEORGE. Happy landings, Bill!

JESS MADRID returned Monday from his vacation spent in Old Mexico.

IDA MENEFEET has also returned to the job after an enjoyable rest. She is our swing shift Inspector.

JOE MONARREZ and MARCANIO VASQUEZ have this week off.

OUR SICK LIST looked like a jinx for a while, what with RED McMAHONE off last week and JOE RAMOS down with pneumonia. PETE SCHMIDT was called home on account of his daughter's illness. All are doing well, now.

JOE MARINO and DAVID ALVARADO are new men on swing shift, with ROBERT BLAMEY on days.

QUOTES OF THE WEEK

"Intolerance and bigotry flourish under dictated news."—Gen. Ike Eisenhower, asking world freedom of press.

"Doubtless many people would wish me to go to Liberia—or better yet, Siberia."—Rupert Hughes, novelist.

"We must either completely re-establish our democratic system in America or we must completely accept the totalitarian philosophy."—Pres. Lewis H. Brown, Johns-Manville Corp.

"The only cure for any inflation lies in production to the point where there are more goods than idle dollars to bid for them in the open market."—Pres. Ira Mosher, Natl. Assn. of Manufacturers.

"Under any measuring rod, the members of the Federal Legislature are underpaid."—President Truman, urging pay boosts for Congress.

"Judging by some recent pictures of him, I should be trimming his hair now!"—Frank E. Spina, Kansas City, Pres. Truman's old barber.

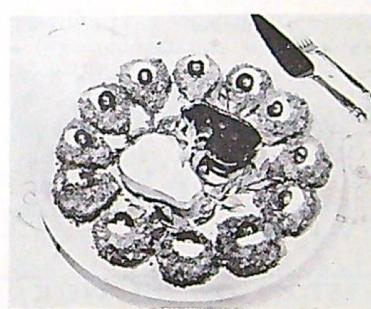
GET IN THE SWIM

Industrial Swimming and Diving Championships are being sponsored by the Recreation Department of the City of Los Angeles, Sunday, August 12th, at the Los Angeles Swimming Stadium, 3980 Menlo Avenue, (Exposition Park).

Medals will be awarded first, second and third place in all events except relays, in which first place medals only will be given.

Several industrial plants in the Vernon area have entered the various contests and we urge as many as possible to attend from Plumb Tool Company. Admission is free. The first event starts at 1:30 P.M.

The City of Los Angeles, through its recreation department manager, Dudley Shumway, has done a great deal in busy war years to encourage participation in healthful and outdoor sports which tends to raise the level of workers' health and productiveness. This, in turn, has encouraged the growth of athletic groups within industry itself, one of the by-products of which is better teamwork and better employee relations.



QUICK DESSERT FOR WAR WIVES

Crumbed Pears

6 large fresh pears.

3 tablespoons lemon juice.

1/4 cup sugar or 3 tablespoons honey.

1/4 cup melted vitaminized margarine.

2 1/2 cups toasted wheat flakes.

1 teaspoon grated lemon rind.

Fruit and mint garnishes.

Peel, core, halve and remove stem strings carefully from pears. Dip into lemon juice in which sugar has been dissolved or honey mixed. Dip in melted margarine. Roll in crushed wheat flakes. Mix lemon rind with a little sugar and sprinkle in the middle of pears. Bake in moderately hot oven (375 degrees F.) for 20-25 minutes or until tender but not soft. Serve warm or cold with fruit or lemon cream sauce. Garnish with fresh garden mint and fruit.